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AGREEMENT

-between-

CARLE PLACE UNION FREE SCHOOL DISTRICT
Town of North Hempstead, Nassau County

- and -

CARLE PLACE TEACHERS ASSOCIATION

Effective: July 1, 2003 through June 30, 2007

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NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

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RULES AND REGULATIONS FOR THE MAINTENANCE OF PUBLIC ORDER
SECTION I (Application)
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APPENDIX III

SALARY SCHEDULE A 2003 – 2004
SALARY SCHEDULE B 2004 – 2005
SALARY SCHEDULE C 2005 – 2006
SALARY SCHEDULE D 2006 –2007
NURSES SALARY SCHEDULE E

AGREEMENT made and entered this 24th day of January, 2003, by and between the CARLE PLACE UNION FREE SCHOOL DISTRICT, Town of North Hempstead, Nassau County (hereinafter referred to as the "District") and the CARLE PLACE TEACHERS ASSOCIATION (hereinafter referred to as the "Association").

WHEREAS the District and the Association wish to effectuate the provisions of Chapter 392 of the Laws of 1967 (The Public Employees' Fair Employment Act), to encourage and increase effective and harmonious working relationships between the District and the Recognized Employee Unit of the District represented by the Association, so that the cause of public education may best be served in Carle Place, this agreement is made and entered into.

NOW, THEREFORE, it is mutually agreed as follows:

ARTICLE I. ACCOUNTABILITY

The District and the Association recognize that the fundamental objective of the school system is to provide a meaningful education for every student.

The District and the Association agree to join in a cooperative effort to develop objective criteria and procedures for accountability. This may involve cooperation with the State Education Department, universities, community and parent groups.

ARTICLE II. RECOGNITION

Pursuant to the Public Employees Fair Employment Act, Chapter 392 of the Laws of 1967, the Carle Place Teachers Association is hereby recognized as the exclusive representative of a unit consisting of all employees classified as classroom teachers and those teachers licensed in special fields and certified as such by the New York State Education Department who have attained tenure status or are full-time probationary teachers and full-time registered nurses, excluding therefrom the Chief Executive Officer and his/her assistants, Building Principals and their assistants, Curriculum Coordinators and their assistants and employees working in a supervisory capacity including those having the right to hire or discharge and the custodial, maintenance, cafeteria, clerical and transportation staffs for the maximum period permitted by law.

ARTICLE III. TAYLOR LAW CLAUSE

IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFORE, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

ARTICLE IV. JOB DESCRIPTIONS

Nothing in the contract shall be construed to prevent or restrain the District from eliminating or amending any position or job described herein. The Association shall have the right to negotiate the effect of any change in job description. During the term of this Agreement, job descriptions contained in the Agreement shall be subject to update and review by a committee consisting of one member of the Administration and one member of the unit chosen by the President of the CPTA.

If the District employs additional professional staff who would be members of the Recognized Employee Unit and whose job descriptions are not presently contained in this contract, said job description shall upon approval of the Board of Education and the Recognized Employee Unit be included in this contract.

All personnel are appointed by the Board of Education upon the recommendation of the Superintendent of Schools and all are under his/her general supervision.

ARTICLE V. USE OF PROFESSIONAL TIME

- A. A teaching class or period for secondary schools shall not exceed 45 minutes for instruction, except as may be implemented by the Board of Education after review of recommendations of the District-Wide Scheduling Committee.

The parties agree to address instructional restrictions imposed by the 45 minute period language in the paragraph above by creating a district-wide committee to explore scheduling options for the Middle School ("MS")/High School ("HS"). The committee will consist of the CPTA president and one elementary, one MS and one HS teacher, to be chosen by the president; the Superintendent, the MS/HS Principal, and HS and MS Assistant Principals. The existing scheduling committee will serve as a resource to this new committee. In addition, a consultant who is an expert on scheduling will work as a facilitator with the committee to explore alternatives to the current schedule.

After meeting with the consultant during the 1998-99 school year, the committee will be responsible for developing an acceptable alternative scheduling plan to be presented to the Board of Education no later than January 1, 1999. If the committee does not recommend an alternative scheduling plan that addresses the issues of flexibility and time which is endorsed by the Superintendent, the Superintendent will have the authority to recommend a scheduling plan to the Board of Education.

The recommendation developed by the committee and/or the Superintendent pertains to flexibility in scheduling and time. In no event shall teachers have less than a 45 minute lunch period and prep period each day, or a work day which exceeds seven hours. In addition, instructional time will not exceed 225 minutes per day on average.

The Board of Education shall choose among the recommendations made by the committee, or the Superintendent, or the present contract language. Notwithstanding any contract language to the contrary in Article V. A, the Administration will be authorized to implement the recommendation selected by the Board by September 1, 1999.

- B. Secondary teachers may be assigned no more than one duty period (e.g., study hall, control).

- C. All teachers will use the preparation planning time for work related to the school's instructional program.
- D. All secondary teachers and elementary special teachers shall be assigned the minimum of one preparation period each day. Every effort will be made to provide adequate preparation time on as nearly an equal basis as is possible for the elementary teachers with a minimum of 225 minutes per full school week.
- E. The entire workday shall be subject to the general supervision of the building principal.
- F. Elementary classroom teachers will have a half day released time for clerical and end-of-school duties on the last two days of school.

ARTICLE VI. TEACHER DUTIES

- A. The teacher shall be directly responsible to the Principal and, through him/her, to the Superintendent of Schools or his/her designee. He/she shall discharge his/her duties in accordance with the policies and the Rules and Regulations of the Board of Education and shall comply with the rules and instructions of the Superintendent and the Principal.
- B. The teacher shall familiarize himself/herself with his/her duties and shall conform at all times to the rules and regulations regarding the routine of the school and the supervision of the pupils.
- C. The teacher shall follow the course of study and outlines as available and approved by the Board of Education and shall adequately prepare lesson plans based upon them. He/she shall confer frequently with the Principal or his/her designee to assure that his/her class is progressing satisfactorily.

All teachers shall receive a copy of state mandates, relative to the particular subject they teach.

- D. The teacher shall open and dismiss classes at times designated by the Principal and shall adhere strictly to the regulations concerning recess, toilet privileges, lunch provisions and personal dismissals.
- E. All teachers shall be in their rooms to receive pupils at least 5 to 10 minutes before opening exercises.
- F. When necessary, the teacher shall detain pupils a reasonable length of time for disciplinary purposes or to give them assistance in their studies.

A scheduled time for assistance to pupils shall be submitted to the building principal by each teacher.

- G. The teacher shall provide an adequate opportunity over a reasonable period for pupils to make up deficiency caused by absences.
- H. No teacher shall sell textbooks, supplies or other materials to be used in his/her class without the written permission of the Superintendent or his/her designee.
- I. The teacher shall punctually attend all meetings called by the Superintendent or Principal unless for satisfactory reasons he/she shall be excused.
- J. The teacher shall cooperate with the Superintendent or Principal in carrying out plans or programs for the improvement of instruction.
- K. The teacher shall not allow pupils to be interrupted in their work and no teacher shall permit the pupil to be interviewed at the door except by parents, guardians or other accredited messengers.

This permission shall be refused wherever the teacher has any doubt concerning the sincerity of purpose of the caller.

- L. The teacher shall continue the policy of regularly and frequently informing parents of the standing of children whose work is unsatisfactory or who are not meeting the standards for promotion or who are in danger of being retained or demoted subject to the established standards of the school.
- M. A teacher shall submit a physician's statement of good health upon request of the Superintendent.
- N. All written subject-matter homework, test and examinations - with the exception of Quarterly, Mid-Term and Final Examinations - shall be returned to students as soon as practical, appropriately marked, unless otherwise approved by the building principal in the elementary schools or by the appropriate department head and the building principal in the high school.
- O. Drug education is the responsibility of all staff members. If in the judgment of the teacher, nurse and counselor a student is suspected of experimenting with or using dangerous drugs or alcohol, the matter must be reported to the building principal immediately.

ARTICLE VII. TEACHING CONDITIONS

A. Teacher Load

I. Class Size

a. Every effort shall be made:

- (1) To schedule and maintain maximum class sizes, excluding physical education classes, as follows:

Skills or remedial classes	20 pupils
Standard Classes	28 pupils
Kindergarten	25 pupils

- (2) Not to consign children to any class room in larger numbers than the capacity of the teaching facilities available in that classroom.
- (3) The maximum daily teaching pupil load for each teacher of English may not exceed 125 pupils and for each teacher of Social Studies may not exceed 130-135 pupils.
- (4) If any emergency situation should occur and a sixth teaching period is assigned to a teacher, the teacher shall be paid according to letter "N" on page 28.

If the teacher is assigned the extra class full-time for one-half ($\frac{1}{2}$) the year or more, the teacher will be paid at the rate of one-fifth ($\frac{1}{5}$) of salary for such coverage.

Subject to timely presentment of a valid claim, emergency substitute pay shall be paid on a quarterly basis.

- (5) The maximum daily teaching pupil load for each teacher other than English and Social Studies shall not exceed 135-140 pupils except Physical Education and Music.
- (6) Whenever administratively possible, High School academic teacher assignments should follow these guidelines:

There should be no more than three (3) consecutive assignments during the instructional day including teaching and duty assignments.

The number of different rooms to which a teacher is assigned should be held to an absolute minimum.

- (7) Every effort shall be made to insure that High School academic teachers will have no more than two (2) preparations. In this connection, "C" groups are to be considered a separate preparation. It is agreed that all assignments are to be made on an equitable basis.

(7.1)Exceptions:

An acceptable reason for exceeding the two preparations may be any of the following:

- a) The nature of the course offering or the registration for a course would not make this possible. Ex. Advanced or specialized courses.
- b) The specialty of the teacher is such that more than two preparations would be necessary.
- c) The teacher requests certain courses.
- d) However, if one additional preparation is required the teacher's total load may not exceed 105 pupils. If the two additional preparations are required the teacher's load may not exceed 75 pupils. If three additional preparations are required the teacher's total load may not exceed 60 pupils. Whenever administratively possible, if two or more additional preparations are required, the teacher shall be assigned no duty period.

(7.2)Exceptions:

An acceptable reason for extending the maximum class size limitations listed above may be any of the following:

- a) Conformity to the class size objective would result in the organization of half classes.
- b) A class larger than the maximum is for specialized or experimental instruction as determined by the Administrative Council.
- c) For placement of pupils in a subject class of which there is one on a grade level.
- d) The transfer of pupils into the Carle Place Schools, having been initiated by parents after the commencement of classes in September, makes conformity to the class size requirements untenable.
- e) In the event that it is necessary to assign a teacher to a class which exceeds the maximum size listed above, the teacher shall be given the reason in writing and a copy will be sent to the President of the Association.

2. Study halls and home rooms shall be assigned to teachers on an equitable and rotating basis, unless otherwise provided in Article VII B. of this contract.
3. Volunteer teacher aides shall be provided in the Kindergarten and first grade classes. Kindergarten teachers will be provided a relief period during each session through the use of volunteer aides.
4. Teacher aides shall be provided in the Special Education Classes.
5. Registered Nurses shall be provided clerical help when needed.

B. Staffing

1. In keeping with the high standards of the community, the parties agree to make a good faith effort to attract teachers who possess high qualifications, and to keep such teachers in the Carle Place School System.
 - a. Whenever possible, teachers on a grade level or in a department will be given the opportunity to meet with qualified applicants for positions in said grades or departments.
 - b. Teacher participation will be on a voluntary basis. If an applicant is to be interviewed during the summer months, the president of the Association or his/her designee may appoint a member of the department or grade to meet with the qualified candidate at the time of the interview.
 - c. Teachers may report their reactions in writing through the principal or department head.
2. Every effort shall be made to employ appropriately certified personnel.
3. It is the responsibility of the Board of Education to give probationary appointments upon the recommendation of the Superintendent.

C. Assignments

1. Teachers initially joining the Carle Place School Systems shall receive their school assignment from the Superintendent's Office.
2. Teachers already in the system shall receive notification of their programs for the ensuing year not later than June 1st of the then current school year, except where impracticable.
3. Teachers shall be notified in writing of any changes in their programs and schedules for the ensuing school year, including the schools to which they will be assigned, the grades and/or subjects that they will teach, and any special or unusual classes or assignments that they will have. In the event of a change in circumstances or conditions during the summer months (resignations, deaths, promotion and leave of absence) such assignment may be changed as required to meet the situation and such teacher must be notified in writing promptly.
4. In order to assure that pupils are taught by teachers working within their areas of competence, teachers shall not be assigned, except in accordance with the regulations of the State Board of Education and for good cause, to subjects and/or grades or other classes outside the scope of their teaching certificates.

5. Teacher assignments shall be made without regard to age, race, creed, color, religion, nationality, sex or marital status.
6. In the determination of assignments, the convenience and wishes of the teacher will be honored to the extent that those considerations do not conflict with the instructional requirements and best interests of the school system and the pupils.
7. No non-tenured teacher shall be assigned supervision of a student teacher.

D. Probationary Appointment

A teacher's probationary appointment shall be for a three-year period unless otherwise provided by law.

E. Length of Workday

1. The official length of the teacher's workday including duty free lunch shall not exceed 7 hours, with the exception of Monday. All teachers may leave as soon as pupils are dismissed on the last working day of each week.
2. Teachers and nurses shall be permitted to leave the building during the school workday provided that notification is given to the principal or his/her designated representative.
3. Parents shall not be deprived of any opportunity to confer with the teachers of their children because such conferences must be held outside the regular workday, but all parties concerned will strive to schedule such meetings during the teacher's workday.
4. These hours may be reduced in special circumstances by the school administration when necessary.

F. Work Year

1. The normal teacher work year shall be deemed the full ten-month period that the public schools are required by law to be in session.

The normal teacher work year for the period commencing September through June shall be identical to the School Instructional Calendar.

2. The normal work year for Department Heads, Directors and Chairpeople shall be September 1st through June 30th, plus two weeks during July and August. Such schedules will be announced by June 15th in each year. In addition, days beyond the additional weeks may be added by the Superintendent with the consent of the affected Department Chair and/or consent of the affected Department Chair and/or Director. All additional time beyond June 30 shall be compensated on the basis of a daily rate of 1/200th.

G. Instructional School Calendar

1. Development of the instructional school calendar shall be undertaken jointly by the Administration and the Association on or about May 1, and shall be approved by the Board and the Association before becoming effective.
2. The teaching year shall consist of 181 days for instruction and examination and 2 days for Teacher Conference Days. Effective July 1, 2003 one (1) student

instructional day will be added to the school calendar, totaling 182 student instructional days. This additional instructional day will not have to be made up if school is closed for an emergency.

In addition, new teachers will also be required to attend one pre-school year orientation day beyond the regular calendar.

3. It is agreed that the decision to close schools for emergency reasons shall remain solely with the Board of Education.

H. Faculty Meetings

1. Teachers shall be required to attend meetings related to the educational program on Mondays that schools are in session. The meeting lost to the Columbus Day holiday will be held on the next day (Tuesday).
 - a. The Administration shall continue to hold only those Monday meetings which are necessary.
 - b. Meetings shall be no more than one hour in length, except as specified in clause 4 below.
2. It is agreed that when there are conferences, committees, meetings or other activities related to the educational program, teachers engaged in them shall continue in attendance and participation until the close of the activity, unless an emergency exists.
3. Teachers shall be notified of meetings as far in advance as possible but in no case later than one school day before the meeting except for an emergency situation.
4. The building Vice President of the Association shall be advised of the building meeting agenda and may suggest additions to the agenda to the principal. It is understood that such additions may require extending the length of the meeting.
5. It is agreed that there shall be special meetings during the evening hours as follows:
 - a. Two meetings for all teachers K-12. Every effort shall be made not to exceed two hours per meeting.
6. Teachers shall make every effort to attend other special evening meetings during the school year.

I. Lunch Periods

1. The Board of Education will make every effort to continue to provide supervisory lunchroom and playground aides.
2. Elementary

The Cherry Lane Elementary teachers will have a 55-minute lunch period. The Rushmore Elementary teachers will have a 45-minute lunch period and a 55-minute lunch period in good weather. (Good weather is when the children go out to play during the lunch period).

Lunch periods shall be rotated to maintain the best schedule for children of all grades.

3. Secondary

Middle School/High School teachers shall continue to have a 45-minute duty free lunch period except for assembly schedule.

4. It is recognized that emergency situations may require temporary modifications of all the above.

J. Orientation of New Teachers

1. In respect to the orientation of new teachers to the District, the Association shall be allowed one hour district workshop time to instruct these teachers to the advantages, benefits, and objectives of the Association.
2. During the orientation period, there shall be a session with new teachers to familiarize them with normal routines.
3. After the last period scheduled by the Superintendent on that day, the Association shall be allowed the use of the auditorium for an Association meeting to follow any plan its executive committee has designated.
4. The Administration in cooperation with the Association agrees to jointly sponsor and evaluate a series of orientation workshops for all teachers new to the Carle Place School District during the beginning of each school year. Workshops will include, but not be limited to, the following topics.

- A Good Start
- Trends and Development in Curriculum
- Pupil Personnel Services
- Instructional Media
- Open-Ended

Attendance will be required of all new teachers and on invitation basis for experienced teachers.

K. Right of Privacy

1. In conducting business at any meeting the Board of Education shall not use the name of any pupil nor a pupil's family name nor shall they use the name of any employee in which the right of privacy of the pupil, pupil's family, or employee is violated.
2. The members of the Association shall assure the same policy of privacy, particularly while on duty on school premises.

L. Protection of Teachers

1. Teachers shall report immediately in writing to their principals and to the Office of the Superintendent all cases of assault suffered by them in connection with their employment. The Office of the Superintendent shall acknowledge receipt of such report in writing.
2. Such report shall be forwarded through the Superintendent to the Board which shall comply with any reasonable request from the teacher for information in its possession not privileged under law which relates to the incident or the persons involved.
3. The School District agrees to provide legal counsel to defend any teacher in any action arising out of any claim, demand, suit or judgment by reason of alleged negligence or other act resulting in accidental bodily injury to or death of any person, or in accidental damage to or destruction of property, within or without the school building, providing such teacher, at the time of the accident resulting in such injury, damage or destruction, was acting in the discharge of his/her duties within the scope of his/her employment or under the direction of the Board.
4. If criminal or civil proceedings are brought against a teacher alleging that he/she committed an assault in connection with his/her employment, School District shall furnish legal counsel to defend him/her in such proceedings, in accordance with New York Education Laws §§3023 and 3028.
5. Whenever a teacher is absent from school as a result of personal injury caused by assault or any other personal injury compensable under New York Workers' Compensation Laws, caused by an assault, arising out of and in the course of his/her employment, he/she shall be paid his/her full salary for the period of such absence for up to one calendar year without having such absence charged to the annual sick leave or accumulated sick leave. Any amount of salary payable pursuant to this Section shall be reduced by the amount of any workers' compensation award for temporary disability due to the said assault injury for the period for which such salary is paid.

The Board shall have the right to have the teacher examined by a physician designated by the Board for the purpose of establishing the length of time during which the teacher is temporarily disabled from performing his/her duties; and, in the event that there is no adjudication in the appropriate workers' compensation proceeding for the period of temporary disability, the opinion of the said physician as to the said period shall control.

6. The Board of Education assumes responsibility for any assault to the teacher or his/her person while acting in the discharge of his/her duties or within the scope of this employment or under the direction of the Board of Education or its designee. When absence arises out of or from such assault or injury, the teacher shall not forfeit any sick leave or personal leave. Any claim, demand, suit, or judgment arising from such assault or injury shall be honored by the Board of Education.
7. Teachers shall report immediately in writing to the principal and to the Office of the Superintendent all incidents of damage, destruction, or theft of school property or teacher's personal property. The Office of the Superintendent shall acknowledge receipt of such report in writing.

Such report shall be forwarded through the Superintendent to the Board which shall consider said teacher's request for reimbursement for damage, destruction or theft and shall award reasonable compensation under the district insurance policies in force, providing such teacher, at the time of the incident, was acting in the discharge of her/her duties within the scope of his/her employment.

a. The Board of Education shall save all professional staff members harmless from any and all liability to third persons arising from any act whatsoever committed by the teacher within the scope of his/her employment under the district insurance policies in force.

8. A teacher who becomes aware of a hazard to safety within the school building or on the school premises, shall inform the building principal and such hazard shall be eliminated as quickly as possible.

M. Promotions and Transfers

1. a. All openings to staff positions not providing differentials and any available positions paying salary differentials or extracurricular compensation shall be adequately publicized in every district school and all qualified and certified teachers shall be given every opportunity to make application for such positions.
- b. All extracurricular activity positions shall be first offered to members of the Carle Place Teaching Staff.
- c. It is the intent of the school district to fill coaching positions with Carle Place teachers; however, if a vacancy exists the district may appoint a non-Carle Place teacher if the qualifications of the individual are greater than a Carle Place teacher applicant.
2. The Board recognizes that some involuntary transfer of teachers from one school to another or reassignment within a school is unavoidable, and that this practice should be based upon the educational needs of the school system with due regard for the preference of individual teachers. When transfer or reassignment of teachers in a school or between schools or grades is necessary, to the extent possible all volunteers shall first be considered for transfer and/or reassignment.
3. The following facts will be considered in all transfers:
 - a. Length of time and area of teaching experience inside the District.
 - b. Certification requirements.
 - c. Training and qualifications of the employee for the position.
 - d. Length of time and area of teaching experience outside the District.
 - e. Sex (only where this factor would be important as it affects the position involved).
 - f. Probationary teachers should when at all possible serve their period of probation in one school.

N. Emergency Substitute Plan - Special Coverage Plan.

1. Features of a plan are as follows:
 - a. Whenever a capable substitute cannot be secured, classes of the absentee shall be covered by available members of our own staff.
 - b. Teachers shall participate in the plan voluntarily. No one shall be required to accept an assignment. Assignment shall be made by each principal.
 - c. Teachers in each specific academic field shall be given priority to cover classes in their own field. Teachers in any one area may cover any type of class, whenever this is necessary.
 - d. All teachers are expected to follow the lesson plans of the absentee.
 - e. No teacher shall be assigned to more than one class period on any given day.
 - f. Nothing in this provision shall be construed as barring the Board from instituting experimental programs.
2. Subject to timely presentment of a valid claim, emergency substitute pay shall be paid on a quarterly basis. Deductions shall be made from the individual claims for withholding, social security and retirement deductions.
3. Teachers employed in other districts who are on a paid sabbatical leave may not be employed as a substitute teacher, during the period of leave in the Carle Place Schools.

O. Home Teaching

1. Eligibility
 - a. If it is anticipated that a pupil will be out of school 30 days or more, home teaching will be provided when:
 - (1) A letter of request has been received from the parent.
 - (2) A letter has been received from the physician requesting home teaching and acknowledging that no health hazard exists.
 - b. The first preference will be the pupil's teacher.
 - c. The second preference is another eligible teacher within the system.
 - d. If district teachers are not available, a qualified teacher from outside the district may be recommended.
2. Responsibility of Home Teachers

The Home teacher is responsible for:

 - a. Setting up a mutually agreed time for teaching with the parent.
 - b. Keeping close contact with the classroom teacher to coordinate pupil's work.
 - c. Keeping attendance.
 - d. Evaluation of student progress.

P. Resignations

1. Resignations of all members of the teaching and supervising staff shall be made to the Superintendent of Schools who shall report them immediately to the Board of Education.
2. All members of the teaching and supervising staff shall on or before the first day of May in each school year file, with the Superintendent of Schools, a statement of intention to continue as a member of the staff for the subsequent school year. Forms for this purpose will be made available. In the event that any member of the teaching or supervising staff shall not file a statement of intention with the Superintendent of Schools by such date, the Board of Education may determine to extend the time for such filing or to constitute the failure to file as a resignation, the acceptance and effective date of which shall be determined by the Board of Education in accordance with the provisions in subdivision 3 hereof.
3. Any member of the supervising and teaching staff who intends to discontinue his/her service shall give the Superintendent of Schools at least thirty (30) days' written notice of such intention as required by law.
4. The services of a person appointed for a probationary period may be discontinued by the Board of Education at any time within such probationary period on recommendation of the Superintendent of Schools. Sixty (60) days' notice in writing shall be given whenever such termination is recommended by the Superintendent for a teacher who is eligible for tenure in that year.
5. Unit members will make every effort to notify the district by April 1st of their intention to retire at the end of that school year. This will enable the district to appropriately plan for their replacement. The individuals will not be excluded from any retirement incentive approved by the Board of Education or required by the State of New York.

Q. Abolishment of a Teaching Position

When a teaching position is abolished, procedures shall be in conformance with existing state statutes and the Rule and Regulations of the Commissioner of Education.

R. Code of Ethics Resolution

A resolution adopting a Code of Ethics for officers and employees of the Carle Place Union Free School District, of the Town of North Hempstead, County of Nassau

WHEREAS, this Board deems it fitting that a Code of Ethics be adopted for the guidance of all officers and employees of this school district and pursuant to the provisions of Section 806 of the General Municipal Law, the Board of Education of the Carle Place Union Free School District recognizes there are rules of ethical conduct for public officers and employees which must be observed if a high degree of moral conduct is to be maintained in our school district.

NOW, THEREFORE, be it

RESOLVED, that the Board of Education of the Carle Place Union Free School District does hereby adopt the following Code to be known as "The Code of Ethics for Officers and Employees of the Carle Place Union Free School District".

Definition

Article I

Section I - "Officer or employee" means an officer or employee of the Carle Place Union Free School District, whether paid or unpaid, including any administrative or advisory board or other agency thereof.

Section II - "interest" means a pecuniary or material benefit accruing to a district officer or employee unless the context otherwise requires.

Conflict of Interest

Section I - No officer or employee of the school district, whether paid or unpaid, shall

- a. Be or become interested, directly or indirectly, in any manner whatsoever, except by operation of law, in any business or professional dealings with the school district.
- b. Accept other employment or engage in any business transactions or make any investments directly or indirectly which create a conflict with his official duties.
- c. Disclose confidential information acquired by him in the course of his official duties or use such information to further his personal interests.

Gifts and Favors

Section I - No officer or employee of the Carle Place Union Free School District shall, directly or indirectly, solicit any gift, or accept or receive any gift, whether in the form of money, service, loan, travel, entertainment, hospitality, thing or promise, or in any other form, under circumstances in which it could reasonably be expected to influence him in the performance of his official duties or was intended as a reward for any official action on his part.

Article III

Disclosure of Interests

Section I - Any officer or employee of the Carle Place Union Free School District, whether paid or unpaid, who has, will have, or later acquires an interest in any actual or proposed contract with the Carle Place Union Free School District of which he is an officer or employee, shall publicly disclose the nature and extent of such interest in writing to the Board of Education of the Carle Place Union Free School District, as soon as he has knowledge of such actual or prospective interest.

Section II - Such disclosure shall be filed and maintained as public record.

Article IV

Future Employment

Section I - No person who has served as an officer or employee of the Carle Place Union Free School District shall, within a period of two years after termination of such service or employment, appear before any Board or agency of the Carle Place Union Free School District, or receive compensation for any services rendered on behalf of any person, firm, corporation, or association in relation to any case, proceeding, or application with respect to which such person was directly concerned, or in which he personally participated during the period of his service or employment, or which was under his active consideration.

Section II - Nothing herein shall be deemed to bar or prevent the timely filing by a present or former officer or employee of the District of any claim, account, demand or suit against the Carle Place Union Free School District on behalf of himself or any member of his family arising out of any personal injury or property damage or for any lawful benefit authorized or permitted by law.

Article V
Penalties

Section I - In addition to any penalty contained in any other provision of law, any person who shall knowingly and intentionally violate any of the provisions of this code may be fined, suspended or removed from office or employment, as the case may be, in the manner provided by Law.

Article VI
Distribution of Code of Ethics

Section I - The President of the Board of Education, Carle Place Union Free School District, Carle Place, New York, shall cause a copy of this Code of Ethics to be distributed to every officer and employee of the Carle Place Union Free School District within thirty days after the effective date of this regulation. Each officer and employee elected or appointed thereafter shall be furnished a copy before entering upon the duties of his office of employment.

Board of Ethics

Article VII

Section I - The Nassau County Board of Ethics shall serve the Local School District as their Board of Ethics in reviewing all cases so requested by the Carle Place Union Free School District.

Effective Date

Article VIII

Section I - This resolution shall take effect immediately and shall be incorporated as one of the policies of the Board of Education.

Approved: December 6, 1970
BOARD OF EDUCATION

S. Teacher Job Performance Appraisals – The District and the Teachers' Association have established the Annual Professional Performance Review Committee to develop plans in compliance with State requirements. This plan is subject to collective bargaining.

1. Classroom visits and conferences will be conducted by administrators and supervisors in order to improve instruction and evaluate the teaching process.
2. The observer and the teacher will have a conference following each written observation that is to go into the teacher's official file.
3. Such evaluations shall include a description of the commendable aspects of the observation as well as those aspects which need improvement and the suggestions given to the teacher which might effect such improvement.
4. The teacher will have the right to write his/her own comments regarding any written observation that is placed in his/her official file.

5. When recommendations for the use of new materials or methods have been made to a teacher, every effort will be made by the observer to assist in obtaining materials and to implement methods if requested by the teacher.
6. With the consent of a teacher to be observed; Any teacher may observe any other teacher and may submit a written report of such observation to the building principal following the guidelines of #3 above, and with the consent of the teacher being observed, said report shall be included in the teacher's official file.
7. Visits may be announced, unannounced, and at the request of a teacher.
8. A Teacher Summative Conference form will be filed in the folder at the end of the year. One copy will be retained by the teacher.

9. Probationary Teachers

A minimum number of formal, written observations will be made as follows:

1st year - 3 in the first 3 months of the 1st semester and a minimum of 3 additional during the remainder of the year.

Years 2 through 3 - a minimum of 4 per year.

These observations may be made by the principal and/or two or three other administrators and supervisors.

10. Tenure Teachers

Tenure teachers should be evaluated periodically but with less frequency than probationary teachers.

11. Directors and Department Heads will conduct observations for K-6 teachers within their discipline.

T. Physical Examinations

1. Physical examinations will be required in conformity with Statutory Authority and the Rules and Regulations of the Commissioner of Education.
2. It is recommended by the Nassau County Department of Health that employees have a tuberculin test every 2 years.

The Tine Test will be administered, free of charge, by the school nurse-teacher under the supervision of the school physician. A teacher may submit a report of a chest x-ray in lieu of the Tine Test if he/she so desires.

3. If an employee has a serious medical problem, the chief school physician may request more frequent examinations be made by the family physician with the results returned to the chief school physician within a specified time.

U. In-Service Training - The District and the Teachers' Association have established the Professional Development Committee to develop plans in compliance with State requirements. This plan is subject to collective bargaining.

1. The number of in-service courses offered to teachers should be increased and every effort shall be made to acquire instructors from outside the system that are expert in their field. No course, unless approved by the Superintendent, shall be offered with an enrollment of 15 or less enrollees.
2. The salary for teaching an in-service course shall be increased to a sum equal to no less than Nassau County Median. The Association shall provide statistical data to support the median.
3. For the new teacher workshop see Article VII J (4).
4. Information about all BOCES and other In-Service courses shall be disseminated through normal channels of communication. In addition, the President of the Association will be sent copies of said communication.

V. Teacher Files

1. It is understood that there shall be only one official teacher file. Such file shall be in the custody and control of the Office of the Superintendent of Schools. Upon request by a teacher, he/she shall be granted an appointment to examine the District's Official Professional Files of his/hers which are maintained in the District. Such file shall contain only ratings, observations, evaluations, and written remarks concerning the teacher's service in the district and any other pertinent information concerning licensing, contractual relationships and information required by the Board of Education.
2. No negative material pertaining to the teacher's conduct, service, character or personality shall be placed in the files unless the teacher has had the opportunity to read the material. The teacher will have the right to write his or her comments regarding any negative written material that is placed in his or her file. This shall be attached to the document to which it pertains. The teacher shall acknowledge that he/she has read such material by affixing his/her signature on the actual copy to be filed, with the understanding that such a signature merely signifies that he/she has read the material to be filed, but does not necessarily indicate agreement with its contents.
3. Student workers may not have access to personnel files.

W. Work Area and Facilities

The following facilities shall be provided in each school building.

1. Space in each classroom for ample and secure storage of instructional materials and supplies.
2. A teacher workroom containing adequate equipment and supplies for the preparation of instructional materials.
3. An appropriately furnished room to be used solely as a faculty lounge.
4. Well-lighted and well supplied teachers' rest rooms.
5. A communications system whereby teachers can quickly contact the building's main office in the event of an emergency.

6. Adequate and convenient parking space for teachers will be provided at each school.

X. Record Keeping

1. The teacher shall keep accurate records including the providing of information of pupil attendance, a careful and accurate record of the pupils' subject grades, and such records as may be requested by the Principal or the Superintendent.
2. When prior approval of the Office of the Superintendent is granted, secretarial services to improve instruction upon application by department or grade and a specific description of the work to be done shall be provided.
3. All elementary special area teachers shall have all grades turned in to classroom teachers one week prior to the close of each quarter.

Y. Art - Home Economics - Driver Education

In these departments each teacher may submit to the principal's office an individual inventory and budget plan for the ensuring year.

Z. Parent - Teacher Conferences

1. Half-day Kindergarten teachers shall have one parent conference consisting of six (6) half days at the close of the first marking period.
2. Teachers in grades K-6 shall have one parent conference consisting of 2 half days at the close of the first marking period.
3.
 - a. Conferences shall begin at 12:45 and end 45 minutes after the normal dismissal time for students in each building.
 - b. Conference reports shall be written and filed with the building principal within 1 week of the parent teacher conference.
4. Any in-service training pertaining to parent/teacher conferences, as and if necessary, will be done during the regular Monday meeting.

AA. Classroom Temperatures

Whenever the temperature is such in either extremity as would interfere with the operation of the classrooms in any building, the building principal shall recommend to the Superintendent that the building should be closed for the remainder of that day and the judgment of the Superintendent shall be final in these matters.

BB. Requisitions

When a teacher fills out a requisition requesting that certain instructional materials be purchased, the teacher shall be notified as to the final disposition of that requisition as soon as possible. The same shall apply to all work orders.

CC. Administrative Changes

Whenever the Administration is contemplating a change in the school program and/or procedures not specifically covered by this contract, the affected teachers shall be involved in consultation concerning such change. However, the final decision shall rest with the Administration.

ARTICLE VIII. SUMMER SCHOOL

Providing the Board of Education authorizes a summer school, the following conditions shall exist.

A. Employment

1. No position shall be filled by a teacher not employed by this District if there is a qualified and certified applicant available for such position who is employed by this District.
2. A teacher who has filled a summer school teaching position previously and has performed satisfactorily shall first be considered for appointment for the same position in the following year, if the position is needed.
3. All notices of summer school positions that are to be filled shall be sent to all teachers employed by the District as soon as possible so that interested teachers may apply.
4. When applications for summer school teaching positions exceed the positions available, the best qualified and certified applicant shall be selected. In making such selections, the Administration shall consider the teacher's area of competence, major or minor fields of study, teaching performance, record of attendance, years of service in Carle Place, prior summer school teaching, and frequency of prior applications for summer school teaching positions.
5. Any teacher hired for a summer school teaching position shall be notified in writing as soon as registration is completed.

B. Length of Session

Summer school classes shall not be less than 25 days.

C. Length of Day shall not be less than:

Elementary School	3 Hours
Driver Education	4 ½ Hours
Recreation	2 Hours
Music not more than	3 ¾ Hours

D. Teacher Load

As prescribed by the Commissioner of Education class size shall not exceed 20 pupils whenever feasible.

E. Leave

Summer School teachers may be granted a leave of absence from summer school after five consecutive years of summer service upon written request by March 15 and approval of the Superintendent. Teachers on leave from summer school for 1 year shall not forfeit thereby their right to consideration for a position in summer school for the year following such a leave. Teachers assigned to summer school positions as replacements for teachers on leave shall be so informed at the time of their assignment.

F. Location

Whenever administratively possible summer school classes shall be conducted in the High School Instructional Media Center, or other appropriate air conditioned rooms.

ARTICLE IX. TEXTBOOK SELECTION

The need for selection of a textbook shall be established in terms of the contribution it will make to the educational plan of our schools.

- A. Those teachers who will be using the texts, along with the administrators involved, shall establish the positive reasons for selection of the particular text recommended.
- B. The recommendation will be forwarded to the Building Principal for approval. If the recommendation is not approved by the Building Principal, written notice will be given with reasons for disapproval.
- C. Final recommendations will be forwarded by the Administrators involved to the Superintendent of Schools.
- D. By statute, the Superintendent of Schools only, may recommend to the Board of Education, a textbook adoption.
- E. Textbook approvals by the Board of Education are normally for a 5-year period.

ARTICLE X. ASSOCIATION BUSINESS

A. Conduct of Business

The District will not interfere with, restrain or coerce employees because of membership or lawful activity in the local Association or its approved affiliates, nor will it by discrimination in respect to hire, tenure of employment or any term or condition of employment nor will it attempt to discourage or encourage membership in the local Association. The local Association agrees that neither the Association nor its members will intimidate or coerce any employee in respect to his/her right to work or in respect to local Association activity or membership, and further that there shall be no solicitation of employees for local Association membership or dues on time which would interfere with the instructional process. The local Association and its members shall not discuss negotiation of the local Association with students, or in any way interfere with the instructional process. The local Association shall provide its own equipment, for example: computers, duplicating equipment, supplies.

B. Elected Officers

- 1. It is agreed that teachers will be assigned duties on an equitable basis. This also applies to elected officers of the Association. The President will be relieved of all non-teaching duty assignments. Whenever possible, this practice will also apply to building Vice-Presidents and the Chairman of the Carle Place Teachers Association Negotiating Team.
- 2. Special Leave
 - a. It is agreed that Special Leaves of Absence will be granted to elected officers of the Association without pay subject to the approval of the Office of the Superintendent.
 - b. Association members approved by the Board of Directors of the Association shall be granted a total of eleven (11) leave days as approved by the Office of the Superintendent. In addition, whenever possible and to a limited degree, time to attend certain Association conferences will be granted subject to the approval of the Office of the Superintendent. All conference expense will be borne by the Association.
 - c. Association Business days, by precedent, will be considered conference days.

3. The Association President shall be allowed to determine his/her own schedule. However, the Association President will teach a maximum of four periods whenever such position is held by a teacher at the secondary level.
 - a. Limitations
 - i. The Association President shall have the same workday and work year as any other teacher.
 - b. The Association President shall meet with the building principal between April 15 and June 30 and by mutual consent shall determine a schedule which will be to the greatest advantage to the Association President while meeting the instructional responsibilities of the teachers.

C. Bulletin Board

Space on the bulletin board in each teachers' lounge in each school shall be reserved for the exclusive use of the Association for the purpose of posting material dealing with Association business.

The Association shall have use of teacher school mail boxes for the purpose of distributing Association material. The Association Building Vice-President and the Association President may call meetings of the Association members which will not interfere with the instructional school day. Arrangements will be made for the time and place of the meeting through the offices of the various building principals.

D. Association Office Space

The Association shall be provided space in the High School faculty room area which shall be equipped with a desk, 2 chairs, 8 file cabinets. A telephone provided by the Association shall be installed for the exclusive use of the Association and the Association shall bear the cost of its use and installation.

ARTICLE XI. JURY DUTY

- A. The teacher called to jury service shall request "on-call" jury service where such an option is available.
- B. Absence for jury duty shall not be regarded as absence from duty but as a nonattendance. Such days of absence are not deducted from a teacher's leave days.
- C. In the case of employees required to be absent for jury duty, there shall be deducted from the salary of each nonattendance an amount equal to the per diem sum, excluding mileage, which he/she is entitled to receive from the appropriate government agency for his/her performance of such jury duty.
- D. Any employee who intends, or is required to be such nonattendance, shall give to the principal of the school at least two days' notice, in writing, of such proposed nonattendance. The principal of the school shall forward such notice to the Office of the Assistant Superintendent for Business Management for appropriate payroll deductions.

ARTICLE XII. TELEPHONE ANSWERING SERVICE

Teachers are required to report if they will be absent. For this purpose the District shall provide a 24-hour answering device and/or service.

ARTICLE XIII. LEAVE

A. Leave Days

1. A full-time teacher shall be granted 15 leave days per year. All unused leave shall be accumulated as per Article XIII section E (1) or (2). Leave days for part-timers will be computed annually on a pro rata basis.
2. There shall be no requirement to specify the reason for a personal day. The absence verification form developed and approved by the Association and Administration must be signed by the teacher and submitted to the building principal.
3. Any leave day prior to or following a holiday (including Saturday and Sunday) may require a doctor's statement or a reason for personal absence due to an emergency situation.
4. If a teacher applies for a leave day prior to or following a holiday (including Saturday and Sunday), and it is not an emergency or illness (verifiable by a doctor's statement), the District may deny such leave application. If the teacher takes such leave days without approval, the District may withhold salary for such leave days.
5. A signed doctor's note will be required after five (5) consecutive days of absence.

B. Bereavement

Absences for bereavement (immediate family) shall be allowed on an incidence basis subject to the approval of the Office of the Superintendent. The term Immediate Family shall be defined as husband, wife, mother, father, son, brother, sister, daughter, grandfather or grandmother of either the teacher or his/her spouse.

C. Conferences

When it is evident that conference or convention attendance or the observation of an activity in another school system will contribute to the effectiveness of the instructional progress, the Superintendent's Office, with reasonable limitations as to time and number of individuals involved, may grant such leaves to teachers.

D. Infant Care Leave

Upon written request at least thirty (30) days in advance, except where advance notice is not possible, teachers will be granted a leave of absence, without pay, not to exceed two (2) years' duration for the care of a newly born infant or adopted child or in preparation for same.

Upon return from said leave, they shall be advanced to the next step on the salary schedule, when applicable, but the time on leave shall not apply to any longevity career increment calculations.

Such leave shall be without pay or other employee benefits, except that the teachers may, at their own cost and expense, continue as an enrolled member of a group benefit plan.

Insofar as possible, such leave shall commence at either the end of the school year or at the end of the semester, or at a time the Administration determines meets the needs of the children. Such leaves shall terminate on September 1 of the new school year. Such leaves are available to all teachers.

Individuals on unpaid leave for infant care shall notify the district of their intention to return to work in September, by May 1st of that year.

E. Accumulated Leave Payment

Upon 30 days advance notification, teachers with at least 15 years service of the Carle Place teaching staff, shall be entitled to the following terminal leave payment:

- (1) Teachers hired on or after July 1, 1987 shall receive compensation for 20% of accumulated leave days to a maximum of 225 days.
- (2) Teachers hired prior to July 1, 1987 shall receive compensation for 20% of accumulated leave days to a maximum of 250 days.

Compensation shall be at the rate of 1/200 of his/her final contract salary and shall be paid in equal installment in the final two payroll checks prior to resignation date. All leave days taken shall be deducted from the current year's allowance.

ARTICLE XIV. SALARY AND ADDITIONAL COMPENSATION

A. Salary

1. The salary schedule for school years 2003-2004, 2004-2005, 2005-2006, and 2006-2007, shall be as listed in schedules A, B, C, and D attached hereto.
2.
 - a. Teachers hired after October 26, 1978, will have a salary schedule consisting of the following columns: BA, MA, MA + 15, MA + 30, MA + 40, MA + 50, MA + 60 and Doctorate.
 - b. Teachers hired prior to that date on grandfathered columns MA + 10 and MA + 20 will remain and move vertically in their respective columns according to the 1977-78 salary schedule of columns until they meet the requirements of the next column.
3. All teachers who receive prior approval for successful completion of undergraduate and in-service courses will be permitted to apply said credits pursuant to Article XV, B for salary increases in accordance with the salary schedule.

B. Pay Dates

1. Teachers will have the option of being paid in 22 or 26 equal payments beginning with the 1st pay period in September.
2. When school is not in session on a pay date, teachers shall be paid in the last working day preceding the holiday.
3. The 22nd paycheck shall be disbursed on the last working day in June and shall consist of one lump sum payment of all remaining salary.
4. The Association shall hold the District harmless, through its Welfare Fund or otherwise, and agrees to make restitution to the District for monies paid out through the payroll process of the contract in the first check of the school year which prove to be unearned, e.g. through the death or resignation of the recipient, which are not otherwise returned to the District.

C. Docking of Pay

When a teacher's days of absence exceed his/her maximum accumulated leave, that teacher shall be docked in the next paycheck.

D. Direct Deposit

All teachers will have the option of having their paycheck deposited directly into their bank account via the "direct deposit" method.

E. Health Insurance

1. The Board of Education agrees to remain a participating member of the Empire Health Insurance Program. Effective July 1, 2003 provide for an annual teacher contribution of \$500 for family coverage, and \$300 for individual coverage in accordance with Section 125 of the Internal Revenue Code. The Board of Education shall contribute the remainder of the cost of the health plan. Health insurance for part-timers should be as follows:

- a) 3/5 or more teaching position = \$500 for family coverage, and \$300 for individual coverage, remainder paid by the Board of Education.
- b) 2/5 = 50% contribution
- c) 1/5 = no health benefit

If a teacher elects HMO coverage, the Board will contribute an amount equal to the cost of the Empire Health Insurance Plan and the teacher will pay the difference in cost, if any.

2. Health Insurance Declination

The District shall provide notice of an annual "window" period during which a teacher may opt to receive or decline family coverage. A change in status may be made only during this window period.

If a teacher elects to discontinue the family health coverage for the following year the teacher shall receive a bonus payment on the anniversary date of the withdrawal. The amount of bonus shall be equal to \$4165 for family or \$1930 for single.

The teacher shall have an option annually during the window period to withdraw or reinstitute family coverage but the bonus shall be paid only if the teacher withdraws from such coverage for a year.

F. Welfare Fund

The contribution to the Welfare Fund shall be \$957.00 for each year of the contract.

G. Longevity Increments

1. A longevity payment shall be awarded to each teacher at the 20th through the 24th year of credited* service.
2. An additional longevity payment shall be awarded to each teacher at the 25th through 29th year of credited * service.

*Credited experience is interpreted to be the number of years used to establish salary and/or experience agreed to at the time of the appointment to the Carle Place School District, with the understanding that private/parochial experience is granted 2 for 1.

3. An additional longevity payment shall be awarded to each teacher at the 30th year of credited * service.
4. An additional longevity payment shall be awarded to each teacher who has completed 25 years of satisfactory service in the Carle Place School District.
5. The longevity payment amount referred to in paragraphs 1-4 above shall be \$900.00

H. Additional Compensation

	2003-2004	2004-2005	2005-2006	2006-2007
COLUMN A	4171	4307	4458	4614
Robotics Competition				
S.O. Advisor				
S.O. Advisor				
Science Research Advisor				
COLUMN B	2893	2987	3092	3200
Dramatics Director				
Dramatics Producer				
Key Club				
Musical Chorus				
Musical Director				
Musical Orchestra				
Musical Producer				
National Honor Society				
S.O. Central Treasurer				
COLUMN C	2216	2288	2368	2451
Culture Vultures				
Ensemble Singers				
HS Newspaper				
Jr. Class Advisor				
Jr. National Honor Society				
Marching Band				
Sr. Class Advisor				
COLUMN D	1478	1526	1579	1634
Film Club				
Literary Magazine				
Math Team				
MS Newspaper				
Musical Choreographer				
Rushmore Drama				
Scenery Advisor (2 plays)				
Yearbook Bus. Mgr.				

COLUMN E	2003-2004	2004-2005	2005-2006	2006-2007
Chess Club	986	1018	1054	1091
Costume Design Advisor				
Cultural Diversity Club				
Debate (Mock Trial)				
Environmental Club				
Forensics Club				
French Honor Society				
Freshman Class Advisor				
INTERACT/SPARC Service Advisor				
Jazz Choir				
Math Honor Society				
MS Class Advisor				
Music Honor Society				
Musical Journal				
Rushmore Art Club				
Rushmore Book Club				
Rushmore Environmental Club				
Rushmore Jazz Band				
Rushmore Newspaper				
Rushmore Publishing				
Rushmore School Store				
Rushmore Science Club				
Rushmore Select Chorus				
Rushmore Student Council				
Rushmore Technology Club				
SADD				
Sophomore Class Advisor				
Spanish Honor Society				
Web Master ✓				

I.	2003-2004	2004-2005	2005-2006	2006-2007
Summer School				
1-3 Years	3915	4042	4184	4330
4-6 Years	4624	4774	4941	5114
Above 6 years	5335	5508	5701	5901
J.	35.49	36.64	37.92	39.25
Driver Education				
Librarian Ru/CL Summer				
Teachers (Summer)				
Remedial Reading				
Kindergarten Readiness				
Computer				

		2003-2004	2004-2005	2005-2006	2006-2007
K.	Summer Recreation	33.53	34.61	35.83	37.08
L.	Intramurals				
	Lead Position	30.11	31.09	32.17	33.30
	Ass't. Position	25.79	26.63	27.56	28.53
M.	Chaperoning Per Event				
	Greenjug, Invitational Track & Dances	75.26	77.70	80.42	83.24
	All Others	64.50	66.60	68.93	71.34
N.	Emergency Sub. Plan	34	35	36	38
O.	Home Teaching	43.02	44.42	45.97	47.58
P.	District				
	Curriculum Development	38	40	42	44
	Staff Development	34	35	36	37
Q.	SAT - PSAT	751	775	803	831

R. Department Heads

Department Heads shall receive the following differential for such service over and above their regular teachers' salaries:

4-8 teachers in the department	<u>\$4,333</u>
9 or more	<u>\$4,852</u>

S. Guidance Counselors

Guidance Counselors shall receive a differential in addition to their regular teacher's salary, as follows:

2003-2004	\$1,092
2004-2005	\$1,127
2005-2006	\$1,166
2006-2007	\$1,207

T. Directors

The differential for a Director is \$5374.00

**Page 28 UPDATED on
September 30, 2003**

U. Clubs

1. The advisor of any club which is formed with the approval of the Administration shall be remunerated pursuant to Column E of Additional Compensation Schedule. Such remuneration will be provided only when a valid claim is made by the advisor. The administration may withdraw its approval of such club, if in their judgment, the remuneration expended is not warranted in relation to the educational benefit to the students.
2. The hourly rate of pay for elementary clubs not specified in the Additional Compensation Section is as follows: 03-04 - \$38.00, 04-05 - \$40.00, 05-06 - \$42.00, 06-07 - \$44.00.

V. Coaching Payments

Coaches will be given a choice to be paid in one lump sum at the end of the season or equal installments throughout the season. This choice must be made prior to the beginning of the respective season.

GIRLS	2003-2004	2004-2005	2005-2006	2006-2007
Basketball				
Varsity	6821	7042	7289	7544
JV	5116	5282	5467	5659
MS Grade 8	4435	4579	4739	4905
MS Grade 7	4435	4579	4739	4905
Field Hockey				
Varsity	5545	5725	5925	6132
Varsity Assistant	4713	4866	5036	5213
JV	4156	4291	4441	4596
MS 8	3603	3721	3851	3986
MS 7	3603	3721	3851	3986
Volleyball				
Varsity	5333	5506	5699	5898
JV	3999	4129	4273	4423
MS 8	3466	3579	3704	3834
MS 7	3466	3579	3704	3834
Gymnastics				
Varsity	5212	5381	5570	5765
Varsity Ass't.	4430	4574	4735	4900
LaCrosse				
Varsity	5853	6043	6255	6474
Varsity Asst.	4975	5137	5316	5503
JV	4391	4534	4693	4857
MS Grade 8	3806	3929	4067	4209
MS Grade 7	3806	3929	4067	4209
Tennis				
Varsity	3810	3934	4071	4214
MS	2476	2556	2646	2738

Cheerleading	2003-2004	2004-2005	2005-2006	2006-2007
Varsity	3437	3549	3673	3802
Varsity Asst.	2921	3016	3121	3231
Track				
Varsity	5650	5833	6038	6249
JV	4238	4376	4529	4687
MS	3673	3792	3925	4062
Softball				
Varsity	5654	5838	6042	6254
JV	4241	4379	4532	4691
MS Grade 8	3677	3796	3929	4067
MS Grade 7	3677	3796	3929	4067
Soccer				
MS	3543	3658	3786	3919
Bowling				
Varsity/JV	3226	3331	3447	3568

BOYS	2003-2004	2004-2005	2005-2006	2006-2007
Tennis				
Varsity	3810	3934	4071	4214
MS	2476	2556	2646	2738
Cross Country				
Varsity (Boys and Girls)	4199	4336	4487	4644
MS (Boys and Girls)	2730	2819	2917	3019
Football				
Varsity	7263	7499	7761	8033
Varsity Ass't.	6172	6373	6596	6827
JV	5445	5622	5819	6023
JV Ass't.	5084	5249	5433	5623
MS	4721	4874	5045	5222
MS Ass't.	4358	4500	4657	4820
Wrestling				
Varsity	6390	6598	6829	7068
JV	4791	4947	5120	5299
MS	4153	4288	4438	4593
MS Asst.	3834	3959	4097	4241
Basketball				
Varsity	6821	7042	7289	7544
JV	5116	5282	5467	5659
MS Grade 8	4435	4579	4739	4905
MS Grade 7	4435	4579	4739	4905

	2003-2004	2004-2005	2005-2006	2006-2007
Bowling				
Varsity/JV	3226	3330	3447	3568
Golf				
Varsity	3377	3487	3609	3735
Track				
Varsity	5650	5833	6038	6249
Varsity Ass't.	4801	4957	5131	5310
MS	3673	3792	3925	4062
MS Ass't.	3673	3792	3925	4062
Baseball				
Varsity	5654	5838	6042	6254
JV	4239	4377	4530	4689
MS Grade 8	3677	3796	3929	4067
MS Grade 7	3677	3796	3929	4067
Soccer				
Varsity	5450	5627	5824	6027
Varsity Asst.	4633	4784	4951	5124
JV	4086	4218	4366	4519
MS (8)	3543	3658	3786	3918
MS (7)	3543	3658	3786	3918

Any additional positions approved by the Board of Education will be compensated at the percents assigned to this contract: 85% Varsity Asst.; 75% Jr. Varsity; 70% Jr. Varsity Asst.; 65% Jr. High (8th Gr.); 60% Jr. High Asst.; 65% Jr. High (7th Gr.) of the varsity amount.

If a new sport is approved by the B.O.E., the salary will be mutually determined by the Teachers' Union representatives and the B.O.E. representatives.

W. Coaching Longevity Payments

1. A \$250 longevity payment shall be paid at the 4th to 8th years of Carle Place coaching service in a given sport.
2. An additional \$150 (for a total of \$400) shall be paid at the 9th to 12th years of Carle Place coaching service in a given sport.
3. An additional \$200 (for a total of \$600) shall be paid at the 13th year and thereafter of Carle Place coaching service in a given sport.

ARTICLE XV. CREDIT

A. Credit for Previous Experience

1. Credit for previous experience shall be limited to public school experience on a grade level or in a subject area comparable to that of the position being filled. The Superintendent, however, may recommend credit for college, private school, or non-public school teaching experience at the ratio of one step for each two years of allowable teaching experience.
2. Full credit may be given for equivalent teaching experience in another public school system provided such experience has been continuous and does not exceed ten years.

3. Newly hired teachers shall receive credit only for courses completed at the time of employment and declared at the time of employment. The District shall notify newly hired teachers of these requirements at the time of hire.

B. Credit for Advancement on the Salary Schedule

Staff members are required to notify the Superintendent by October 1st and March 1st if they have completed and have filed written verification of the requirements for placement in a different salary group. Transcripts must be submitted as soon as possible. Prior approval of all courses must be secured from the Superintendent. Effective July 1, 1987, such approval will not be granted unless the course has some relation to teaching, at least generally, if not specifically.

C. Credit for Travel

1. Credit will be allowed for travel, workshops, research, etc. provided that the teacher:
 - a. Request prior approval.
 - b. Submits a written evaluation after said experience.
 - c. Receives approval from the Superintendent of Schools.
 - d. Remains in the district at least one year following receipt of credit.
2. A maximum of two credits will be allowed.
3. The criterion to be used for approval will be the value of the experience to the students in the subject and/or grade to which assigned.
4. In each case where the Superintendent certifies approval, a written legend for each individual case must be filed with each member of the Board of Education.
5. Final approval rests with the Board of Education.
6. Requests for approval shall be submitted to the Board, in writing not later than six months following the completion of travel.

D. Credit for Military Service

1. Credit for one year's teaching experience shall be granted for the first full year of wartime military service, and one year for each additional two years of war service.*
2. In any case where a teacher, as defined in Section 3101 of the Education Law, enters military duty before the expiration of the probationary period to which he/she may have theretofore been appointed, the time he/she is absent on military duty shall be credited as satisfactory service during such probationary period. If the end of such probationary service occurs while the teacher is on military duty or within one year following the termination of such military duty, the period of such probationary service may be extended by the local Board of Education for a period of not to exceed one year from the date of termination of such military duty.

* World War II - December 7, 1941 - December 31, 1946 (by Presidential Proclamation) Korean Conflict - June 27, 1950 - January 31, 1955 (By Presidential Proclamation) and one year for each additional two years of war service.

but in no event for a period of probationary service in the actual performance of teaching service beyond that required by the school district at the time of his/her entry into military service. (Sec. 243, Military Law).

ARTICLE XVI. DUES DEDUCTION AND AGENCY FEE

- A. Dues deduction policy will be continued in conformance to state law.
- B. No later than the first day of October the Association must present and file with the Office of Superintendent a certified list of each member and nonmember for whom dues and/or agency fees will be deducted and the amount of the total deduction owed by each person with the corresponding authorization cards or in accordance with Civil Service Law Section 208.
- C. It is agreed that any teacher who has dues deducted during the contract period beginning October 1, of any given year shall automatically continue with the same dues deductions on an annual basis, unless the Association, by way of an addendum to the certified list mentioned in clause B of this Article, indicates that need to increase the amount of dues deductions or unless the teacher invokes clause E of this Article.
- D. Deductions shall be made in accordance with the following: Equal amounts shall be deducted from each paycheck beginning with the second paycheck in October, and terminating with the last check in May.
- E. Any teacher desiring to have the Board discontinue deductions he/she has previously authorized must notify the Board and Association concerned in writing by September 15 of any given year. Such teacher shall then be placed on the list for agency fee deduction.
- F. The total amount of dues deductions collected for each deduction period will be turned over by check to the Treasurer of the Carle Place Teachers' Association, Inc. following the first and fifteenth days of each month.
- G. Whenever a teacher leaves the District's employ the unpaid balance of his/her dues shall be deducted from his/her final check.
- H. The Association shall indemnify and save the Board harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken or not taken by the Board for the purpose of complying with any of the provisions of this Article.

ARTICLE XVII. VOTE/COPE PARTICIPATION

The Board agrees to make voluntary deductions from the salaries of its employees for VOTE/COPE contributions. The deduction shall be made over ten pay periods and transmitted to VOTE/COPE.

ARTICLE XVIII. TUITION PAYMENTS

The District agrees to provide tuition reimbursements for course work and study in all courses required by the Board of Education, exclusive of certification needs.

The District shall reimburse each teacher the cost of tuition of required courses as soon as satisfactory legal evidence is produced that the teacher has completed the course satisfactorily.

ARTICLE XIX. TUITION REIMBURSEMENT FOR NON-RESIDENT STUDENTS

- 1. Children of all unit members on staff as of June 3, 1998 may attend the district's schools tuition-free.
- 2. Children of all unit members hired on or after June 4, 1998, may attend the district's schools upon payment of 30% of the tuition rate.

ARTICLE XX. COMMITTEES

Any committee that is established that renders a decision or takes any action that directly or primarily affects teachers or teaching conditions shall have one Association member appointed by the President of the Association as a committee member. All committee reports will be posted in each building.

ARTICLE XXI. EFFECTIVE SCHOOLS COMMITTEES (BUILDING PLANNING TEAMS)

An effective schools committee shall be established in each school building in the District.

ARTICLE XXII. GRIEVANCE MACHINERY

A. Definitions

1. A grievance is a complaint by an employee of an alleged violation of any of the terms and conditions of this Agreement between the Board of Education and the Carle Place Teachers Association.
2. Board - means the Board of Education.
3. Employee - means any person directly employed and compensated by the Board of Education, except officers of the Board.
4. Supervisors - means persons regardless of title, who are assigned to exercise any level of supervisory responsibility.
5. Aggrieved Party - shall mean an employee or a group of employees having the same grievance.

B. Representation

An aggrieved party is entitled to have a representative of his/her choice with him/her at any stage of the formal procedure.

- C. Stage I. The first procedural stage consists of the employee's presentation of his/her grievance to his/her immediate supervisor who shall, to such extent as he/she may deem appropriate, consult with his/her superior. The discussion and resolution of grievances shall be on an oral and informal basis.

D. Stage II.

1. If the matter has not been resolved in Stage I within thirty (30) calendar days the aggrieved party shall present a written statement of his/her grievance to his/her immediate supervisor.
2. The immediate supervisor shall provide a written disposition of the grievance to the aggrieved party within five (5) working days after receipt of the written statement. In each school building, if grievance is not resolved, both written statements shall be sent to the Principal within five (5) working days.
3. If grievance is not resolved by the Principal within five (5) working days the aggrieved party may proceed to the next stage.
4. Time extensions at any stage of the formal procedure may be made by written mutual agreement of parties involved.

E. Stage III.

1. The written statements of parties involved in Stage II shall be presented to the Superintendent of Schools, or his/her designee, with a request for written disposition of the grievance within five (5) working days. If the grievance is not resolved at this stage, the aggrieved party may initiate the 4th stage, or Appellate Stage, within ten (10) working days of the completion of Stage III.
2. The aggrieved party must submit a written notice of intention to initiate Stage IV to all parties involved in the previous stages.

F. Stage IV. - Appellate Stage

1. Within five (5) school days after receipt of such written notice to initiate Stage IV., the Board of Education and the Association will agree upon a mutually acceptable arbitrator resident of Nassau, Suffolk or Westchester Counties. However, if the parties are unable to agree, a request for appointment of any arbitrator by the American Arbitration Association may be made by either party.
2. The rules of the American Arbitration Association will apply insofar as they relate to procedure and selection of the arbitrator.
3. The arbitrator shall have only the power to interpret what the parties to the Agreement intended by the specific clause in the Agreement which is at issue. The arbitrator shall not have the power to add to, modify or alter any of the terms of this contract.
4. The decision of the arbitrator shall be final and binding upon the parties unless contrary to law.
5. Cost of the arbitrator's expenses and fees and stenographic transcript shall be borne equally by the Board of Education and Association.

ARTICLE XXIII. DURATION OF AGREEMENT

- A. This Agreement shall be effective as of July 1, 2003 and shall continue in full force and effect through June 30, 2007.
- B. If any provision of this Agreement is or shall at any time be contrary to law, these such provisions shall not be applicable or performed or enforced, except to the extent permitted by law.
- C. In the event that any provision of this Agreement is or shall at any time be contrary to law, all other provisions of the Agreement not contrary to law shall continue in effect.

APPENDICES

The appendices referred to in this Agreement and attached hereto as Appendix I through Appendix III, inclusive, are deemed incorporated herein as part of this agreement.

Appendix I	Negotiations Process
Appendix II	Rules and Regulations for the Maintenance of Public Order
Appendix III	Salary Schedules

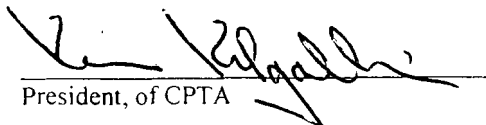
CONCLUSION

The parties agree that all negotiable items have been discussed during the negotiations leading to this Agreement, and therefore agree that negotiations will not be reopened on any item, whether contained herein or not, during the life of this Agreement.

IN WITNESS WHEREOF, the parties hereunto set their hands and seals the date and year first above written pursuant to resolution of the Board and the Association and the majority of its membership.

Ratified by the Carle Place Teachers Association, Inc.

8/26/03
Date


President, of CPTA

Thomas F. Kane
President of the Board of Education


Superintendent of Schools

APPENDIX I

A. Negotiations Process

1. Not later than October 15 of the year preceding the expiration of this contract, the Parties agree to negotiate in a good faith effort to reach agreement on matters relating to salaries, wages, hours, and other terms and conditions of employment.

Any agreement so negotiated shall apply to all classroom teachers and full-time registered nurses (as defined in Article II. RECOGNITION, pg. 1) to be in written form and when ratified by the Recognized Employee Unit and adopted by the Board, it shall be signed by the Superintendent of Schools and the President of the Recognized Employee Unit.

B. The Negotiating Committee

1. The Negotiating Committee shall be composed of not less than three (3) nor more than five (5) persons designated and certified by the Board and not less than three (3) nor more than five (5) persons designated and certified by the Recognized Employee Unit.
2. It is recognized by all parties that written communication of the Recognized Employee Unit to the Board and written communications of the Board and Administration to the Recognized Employee Unit shall be processed, with all deliberate speed, through the Superintendent and the President of the Recognized Employee Unit respectively.

C. Ad Hoc Committee for Study

1. It is mutually agreed that Ad Hoc Committees will be appointed to study specific areas of negotiation. Members of this committee shall not be negotiators.
2. Ad Hoc Committee shall consist of no less than four (4) and no more than six (6) members. One-half the members shall be appointed by the BOE Team and one-half by the CPTA Team. Ad Hoc Committee recommendations to the Negotiating Committee shall be advisory only.

APPENDIX II

RULES AND REGULATIONS FOR THE MAINTENANCE OF PUBLIC ORDER

on Property of the Carle Place Union Free School District, Town of North Hempstead, County of Nassau, New York, adopted pursuant to Section 2801 of the Education Law.

Section I. (Application)

These rules and regulations apply to students, faculty, staff, visitors, and all other persons having occasion to be on school owned or controlled property. They are in addition to the Board of Education By-Laws which may be incorporated herein and made a part hereof.

Section II. (Prohibited Conduct)

The following description of prohibited conduct applies to all students, faculty, staff, visitors, and all other persons having occasion to be on school owned or controlled property. These definitions of prohibited conduct are not intended in any way to discourage or restrict freedom of speech, including criticism, expression of grievances or petition for redress of wrongs, real or fancied, as long as rights of freedom of speech and assembly are exercised in a lawful and peaceful manner, nor shall it be construed as restricting the internal functioning of any internal employee bargaining unit.

Prohibited conduct shall include:

1. Willful physical injury to any person.
2. Willful damage to or misuse of property.
3. Willful obstruction or disruption of any orderly conduct of classes, functions, meetings, ceremonies, athletic events, or other authorized activities.
4. Enter upon and remain in any portion of the school premises for any purpose other than an authorized use.
5. Willful interference with lawful and authorized activities of others.
6. Unauthorized parking in areas, or obstruction of free movement of persons and vehicles in any place to which these rules apply.
7. Unauthorized entry on or use of school facilities including: buildings, equipment and grounds.
8. Without permission, expressed or implied, enter into any utility, vault, boiler room, public address, telephone switchboard, or storage areas.
9. Disorderly conduct, breach of the peace or abiding, abetting or procuring another to breach the peace on school district owned or controlled property or at school district activities or functions.
10. Unauthorized solicitation or canvassing of students or employees of the district or otherwise commit any act which would be prohibited by any Federal, State, local statute, law, ordinance, rule or regulation.
11. Commit any act or engage in any conduct or activity which in any manner obstructs, disrupts or otherwise interferes with the maintenance of public order on school district property.
12. The use or possession of alcohol or drugs on any portion of school grounds.

13. Illegal or unauthorized possession or use of firearms, explosives, dangerous chemicals or other weapons on school district property.
14. Failure to comply with the directions of school district officials, security officers and any other law enforcement officers acting in the performance of their duties.

Section III. (Penalties and Procedures)

Whenever the conduct, behavior or action of any student, faculty member, staff member or employee, visitor or any other person requires disciplinary action, proceedings may be brought by the Board of Education pursuant to applicable laws as follows:

1. As to civil service employees as described in Section 75 et seq. of the Civil Service Law of the State of New York, proceedings shall be brought pursuant to that section.
2. As to teachers on tenure, proceedings shall be brought pursuant to Section 3020(a) of the Education Law of the State of New York.
3. As to students, proceedings shall be brought pursuant to Section 3214 of the Education Law of the State of New York.
4. As to other visitors, the provisions of the Education and Penal Law of the State of New York and all other civil remedies of law shall apply.

Section IV.

Notwithstanding the foregoing procedures, the Superintendent of Schools or his/her designee is authorized to cause the ejection of any violators of these rules and is authorized to apply to any court of appropriate jurisdiction for an injunction to restrain the violation or threatened violation of such rules.

The Superintendent or his/her designee shall be responsible for enforcement procedures set forth in Section III above.

Section V. (Filing)

This policy shall be filed with the Regents and the Commissioner of Education of the State of New York.

Section VI. (Effective Date)

This policy shall become effective immediately upon adoption.

Approved: February 10, 2003
Board of Education

D#127060

3.25%

2003-04 Salary Schedule

[illegible]

3.25%

2004-05 Salary Schedule

[illegible]

3.50%

2005-06 Salary Schedule

[illegible]

3.50%

2006-07 Sal. Schedule

[illegible]

REGISTERED NURSES					
SALARY SCHEDULE					
		3.25%	3.25%	3.50%	3.50%
Step	2002-03	2003-04	2004-05	2005-06	2006-07
1	27,540	28,435	29,359	30,387	31,450
2	28,376	29,298	30,250	31,309	32,405
3	29,209	30,158	31,138	32,228	33,356
4	30,041	31,017	32,025	33,146	34,306
5	30,873	31,876	32,912	34,064	35,257
6	31,708	32,739	33,803	34,986	36,210
7	32,540	33,598	34,689	35,904	37,160
8	33,375	34,460	35,580	36,825	38,114
9	34,205	35,317	36,464	37,741	39,062
10	35,037	36,176	37,351	38,659	40,012
11	35,941	37,109	38,315	39,656	41,044
12	36,776	37,971	39,205	40,577	41,998
REGISTERED NURSES					
B.A. SALARY SCHEDULE					
		3.25%	3.25%	3.50%	3.50%
Step	2002-03	2003-04	2004-05	2005-06	2006-07
1	29,622	30,585	31,579	32,684	33,828
2	30,457	31,447	32,469	33,605	34,781
3	31,291	32,308	33,358	34,525	35,734
4	32,123	33,167	34,245	35,443	36,684
5	32,956	34,027	35,133	36,363	37,635
6	33,791	34,889	36,023	37,284	38,589
7	34,622	35,747	36,909	38,201	39,538
8	35,458	36,610	37,800	39,123	40,493
9	36,289	37,468	38,686	40,040	41,442
10	37,122	38,328	39,574	40,959	42,393
11	38,026	39,262	40,538	41,957	43,425
12	38,861	40,124	41,428	42,878	44,379

Carle Place Teachers' Association, Inc.

CARLE PLACE HIGH SCHOOL
CARLE PLACE, NEW YORK 11514
(516) 334-3208

KEVIN KILGALLIN
President

September 4, 2002

Dr. Patricia Hansen
Superintendent
Carle Place School District
168 Cherry Lane
Carle Place, NY 11514

Dear Dr. Hansen:

RE: JOANNE SORGE

We are aware that as a Leave Replacement Teacher, Joanne Sorge is not entitled to medical benefits while Dina Collins is on a paid leave of absence.

In no way does this offering of benefits to Joanne Sorge affect any future agreements that the district will have with a Leave Replacement Teacher. This situation will not be treated as precedent setting.

Sincerely,



Kevin Kilgallin
President CPTA

KK/rf

B. McGovern

00-07 Teacher's Association
Addendum #5

**Agreement between representatives of the Board of Education of the
Carle Place UFSD and the Carle Place Teachers' Association, ---
January 24, 2003**

The parties agree to continue all terms of the July 1, 1997 through June 30, 2003 contract, except as modified herein:

1. Term: July 1, 2003 through June 30, 2007
2. Salary: 3.25%, 3.25%, 3.5%, 3.5% plus increment, effective 7/1/03
3. Calendar: Effective July 1, 2003 one (1) student instructional day will be added to the school calendar, totaling 182 student instructional days. This additional instructional day will not have to be made up if school is closed for an emergency. In addition, one (1) elementary Parent Teacher Conference half-day will be eliminated and be used as additional student instructional time.
4. Monday Teacher Meetings: The meeting lost to the Columbus Day Holiday will be held on the next day (Tuesday).
5. Health Insurance: Eliminate the current \$200 cap for health insurance coverage. Effective July 1, 2003 provide for an annual teacher contribution of \$500 for family coverage, and \$300 for individual coverage.
6. Health Insurance Declination: The bonus payment to be received annually on the anniversary of the withdrawal will be frozen at: family \$4165, single \$1930.
7. Retirement Notification: Unit members will make every effort to notify the district by April 1st of their intention to retire at the end of that school year. This will enable the district to appropriately plan for their replacement. These individuals will not be excluded from any retirement incentive approved by the Board of Education or required by the State of New York.

1/24/2003 8:17 AM

8. Infant Care Leave: Individuals on unpaid leave for infant care shall notify the district of their intention to return to work in September, by May 1st of that year.
9. Sick Leave: A signed doctor's note will be required after five (5) consecutive days of absence.
10. Coaches: It is the intent of the school district to fill coaching positions with Carle Place teachers; however, if a vacancy exists the district may appoint a non-Carle Place teacher if the qualifications of the individual are greater than a Carle Place Teacher applicant.
11. Payment for Curriculum, Elementary Clubs and Staff Development:
The hourly rate of pay for curriculum development work and elementary clubs not specified in the Additional Compensation Section is as follows: 03-04 - \$38.00, 04-05 - \$40.00, 05-06 - \$42.00, 06-07 - \$44.00. The hourly rate of pay for staff development is as follows: 03-04 - \$34.00, 04-05 - \$35.00, 05-06 - \$36.00, 06-07 - \$37.00.
12. Additional Step: Effective July 1, 2003 a seventeenth (17) step will be added to the teachers' salary schedule at a dollar value of \$1145 above Step 16.
13. Coaches Payment: Coaches will be given a choice to be paid in one-lump sum at the end of the season or equal installments throughout the season. This choice must be made prior to the beginning of the respective season.
14. Accumulated Leave Payment: Teachers hired on or after July 1, 1987 shall receive compensation for 20% of the accumulated leave days to a maximum of 225 days. Teachers hired prior to July 1, 1987 shall receive compensation for 20% of the accumulated leave days to a maximum of 250 days.
15. Department Heads and Directors: The differential for Department Heads shall be increased to: 4-8 teachers in the department to \$4333 for the length of the contract; 9 or more teachers in the department to \$4852 for the length of the contract. The differential for a Director appointed after July 1, 1979 shall be increased to \$5374 for the length of the contract.
16. The Professional Development Plan and the Annual Professional Performance Review Plan: The District and the Teachers' Association have established The Professional Development Committee and the Annual Professional Performance Review Committee to develop plans in

compliance with State requirements. Both plans are subject to collective bargaining.

17. Class Size: **Change** maximum standard class size from 30 pupils to 28 pupils. **Delete:** Effective September 1, 1979 "mainstream" children shall be considered as one and a half children for purposes of this provision.
18. Additional Compensation: Rates of pay will be increased each year at the corresponding percentage rate increase as number 2 above for all activities for the following sections under "Section H Additional Compensation": Columns A-F, Section I, Section J, Section K, Section L, Section M, Section N, Section O, Section Q, Section S, Section V.
19. Nurses: Effective July 1, 2003 a twelfth (12) step will be added to the nurses' salary schedule at a dollar value of \$835 above step 11. They will receive the same percentage increase as CPTA. (see # 2 above)
20. Teacher Aides' Contract: Same percentage increase as the CPTA (see # 2 above) and \$50 increase to longevity. Effective July 1, 2003 they will be given five leave days per year which will accumulate if not used to a maximum of 20.

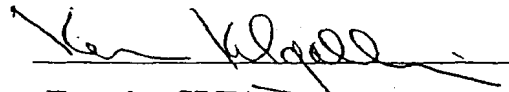
The parties acknowledge their respective obligations under the Taylor Law to support the terms set forth above and agree that these terms are subject to approval of the Board of Education and ratification by the members of CPTA.



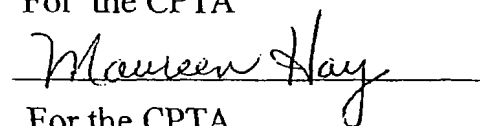
For the Board



For the Board



For the CPTA



For the CPTA

3.50%

2006-07 Salary Schedule

Longevity Added On

STEP	BA	MA	**MA+10**	MA+15	**MA+20**	MA+30	MA+40	MA+50	MA+60	PhD
1	48,707	56,609	57,900	58,749	59,190	60,637	61,901	63,154	64,408	66,450
2	50,902	59,308	60,611	61,253	61,893	63,327	64,610	65,905	67,150	69,233
3	53,099	62,013	63,319	63,956	64,596	66,019	67,321	68,661	69,895	72,019
4	55,296	64,714	66,024	66,659	67,297	68,713	70,032	71,413	72,649	74,799
5	57,490	67,416	68,728	69,363	69,998	71,406	72,743	74,169	75,395	77,585
6	59,684	70,119	71,439	72,070	72,700	74,095	75,449	76,920	78,142	80,370
7	61,880	72,819	74,145	74,773	75,403	76,789	78,161	79,674	80,893	83,150
8	64,081	75,521	76,856	77,476	78,103	79,485	80,878	82,429	83,634	85,938
9	66,279	78,221	79,560	80,180	80,806	82,170	83,585	85,183	86,386	88,720
10	68,472	80,921	82,269	82,892	83,508	84,866	86,295	87,935	89,131	91,506
11	70,674	83,628	84,976	85,593	86,207	87,557	89,006	90,690	91,881	94,288
12	72,867	86,326	87,685	88,297	88,907	90,252	91,717	93,444	94,627	97,071
13	75,066	89,026	90,390	90,999	91,611	92,942	94,427	96,195	97,373	99,861
14	77,259	91,731	93,102	93,466	94,312	95,637	97,137	98,951	100,122	102,639
15	79,448	94,421	95,825	96,421	97,009	98,332	99,868	101,689	102,850	105,434
16	80,756	95,727	97,132	97,728	98,316	99,639	101,174	102,996	104,156	106,743
17	82,063	97,035	98,439	99,035	99,623	100,947	102,482	104,303	105,464	108,050
18										
19										
20	82,963	97,935	99,339	99,935	100,523	101,847	103,382	105,203	106,364	108,950
21										
22										
23										
24										
25	83,863	98,835	100,239	100,835	101,423	102,747	104,282	106,103	107,264	109,850
26										
27										
28										
29										
30	84,763	99,735	101,139	101,735	102,323	103,647	105,182	107,003	108,164	110,750

STEP	BA	MA	**MA+10**	MA+15	**MA+20**	MA+30	MA+40	MA+50	MA+60	PhD
1	47,060	54,695	55,942	56,763	57,189	58,587	59,808	61,018	62,230	64,203
2	49,180	57,302	58,561	59,181	59,800	61,185	62,425	63,676	64,879	66,892
3	51,303	59,916	61,177	61,793	62,412	63,787	65,045	66,339	67,532	69,584
4	53,426	62,526	63,791	64,405	65,021	66,390	67,664	68,998	70,192	72,270
5	55,546	65,136	66,404	67,017	67,631	68,991	70,283	71,660	72,845	74,962
6	57,665	67,748	69,023	69,632	70,242	71,590	72,897	74,318	75,499	77,652
7	59,787	70,356	71,637	72,244	72,853	74,193	75,518	76,980	78,157	80,338
8	61,914	72,967	74,257	74,856	75,462	76,797	78,143	79,641	80,806	83,032
9	64,037	75,576	76,869	77,469	78,073	79,392	80,759	82,302	83,464	85,720
10	66,157	78,185	79,487	80,089	80,684	81,996	83,377	84,962	86,117	88,412
11	68,284	80,800	82,103	82,699	83,292	84,596	85,997	87,623	88,774	91,100
12	70,403	83,407	84,720	85,311	85,901	87,200	88,616	90,284	91,427	93,789
13	72,528	86,015	87,334	87,922	88,513	89,799	91,234	92,942	94,080	96,484
14	74,646	88,629	89,953	90,305	91,123	92,403	93,853	95,605	96,737	99,169
15	76,761	91,228	92,585	93,161	93,729	95,007	96,491	98,251	99,372	101,868
16	78,025	92,490	93,847	94,423	94,991	96,270	97,753	99,513	100,634	103,133
17	79,288	93,753	95,110	95,686	96,255	97,533	99,016	100,776	101,897	104,396
18										
19										
20	80,188	94,653	96,010	96,586	97,155	98,433	99,916	101,676	102,797	105,296
21										
22										
23										
24										
25	81,088	95,553	96,910	97,486	98,055	99,333	100,816	102,576	103,697	106,196
26										
27										
28										
29										
30	81,988	96,453	97,810	98,386	98,955	100,233	101,716	103,476	104,597	107,096

3.25%

2004-05 Salary Schedule

Longevity Added On

STEP	BA	MA	**MA+10**	MA+15	**MA+20**	MA+30	MA+40	MA+50	MA+60	PhD
1	45,468	52,845	54,050	54,843	55,255	56,605	57,786	58,955	60,126	62,032
2	47,517	55,365	56,581	57,180	57,778	59,116	60,314	61,523	62,685	64,630
3	49,568	57,890	59,109	59,703	60,301	61,630	62,845	64,096	65,248	67,231
4	51,620	60,411	61,634	62,227	62,823	64,145	65,376	66,665	67,818	69,826
5	53,667	62,934	64,158	64,751	65,344	66,658	67,907	69,237	70,382	72,427
6	55,715	65,457	66,689	67,278	67,866	69,169	70,432	71,805	72,946	75,026
7	57,765	67,977	69,215	69,801	70,390	71,684	72,964	74,377	75,514	77,622
8	59,821	70,499	71,746	72,324	72,910	74,200	75,500	76,948	78,074	80,224
9	61,872	73,021	74,270	74,849	75,433	76,707	78,028	79,519	80,642	82,821
10	63,920	75,541	76,799	77,381	77,955	79,223	80,558	82,088	83,205	85,422
11	65,975	78,067	79,326	79,902	80,476	81,736	83,088	84,660	85,772	88,019
12	68,022	80,586	81,855	82,426	82,996	84,251	85,619	87,231	88,336	90,617
13	70,075	83,107	84,380	84,949	85,520	86,762	88,149	89,799	90,898	93,221
14	72,122	85,632	86,911	87,251	88,041	89,278	90,679	92,372	93,465	95,815
15	74,166	88,143	89,454	90,010	90,559	91,794	93,228	94,928	96,011	98,424
16	75,386	89,362	90,673	91,230	91,779	93,014	94,447	96,148	97,231	99,645
17	76,607	90,583	91,894	92,451	93,000	94,235	95,668	97,368	98,451	100,866
18										
19										
20	77,507	91,483	92,794	93,351	93,900	95,135	96,568	98,268	99,351	101,766
21										
22										
23										
24										
25	78,407	92,383	93,694	94,251	94,800	96,035	97,468	99,168	100,251	102,666
26										
27										
28										
29										
30	79,307	93,283	94,594	95,151	95,700	96,935	98,368	100,068	101,151	103,566

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100000

3.25%

2003-04 Salary Schedule

Longevity Add On

STEP	BA	MA	**MA+10**	MA+15	**MA+20**	MA+30	MA+40	MA+50	MA+60	PhD
1	44,037	51,182	52,349	53,117	53,516	54,824	55,967	57,099	58,233	60,079
2	46,022	53,622	54,800	55,380	55,959	57,255	58,416	59,587	60,712	62,595
3	48,008	56,068	57,248	57,824	58,403	59,690	60,867	62,078	63,194	65,115
4	49,995	58,510	59,694	60,268	60,845	62,126	63,318	64,566	65,684	67,628
5	51,978	60,953	62,139	62,713	63,287	64,560	65,769	67,058	68,167	70,147
6	53,962	63,397	64,590	65,160	65,730	66,992	68,215	69,545	70,650	72,664
7	55,947	65,837	67,036	67,604	68,174	69,427	70,667	72,035	73,137	75,178
8	57,938	68,280	69,487	70,048	70,615	71,864	73,124	74,526	75,616	77,699
9	59,924	70,722	71,932	72,493	73,059	74,293	75,572	77,016	78,103	80,214
10	61,908	73,163	74,381	74,945	75,502	76,729	78,022	79,505	80,586	82,733
11	63,898	75,610	76,829	77,387	77,942	79,163	80,473	81,995	83,072	85,248
12	65,881	78,050	79,278	79,832	80,383	81,600	82,924	84,485	85,555	87,765
13	67,869	80,491	81,724	82,275	82,828	84,031	85,374	86,973	88,037	90,287
14	69,852	82,937	84,176	84,505	85,270	86,468	87,824	89,464	90,523	92,799
15	71,831	85,368	86,638	87,177	87,709	88,904	90,293	91,940	92,989	95,326
16	73,013	86,549	87,819	88,358	88,890	90,087	91,474	93,121	94,170	96,509
17	74,195	87,732	89,002	89,540	90,072	91,269	92,657	94,303	95,352	97,691
18										
19										
20	75,095	88,632	89,902	90,440	90,972	92,169	93,557	95,203	96,252	98,591
21										
22										
23										
24										
25	75,995	89,532	90,802	91,340	91,872	93,069	94,457	96,103	97,152	99,491
26										
27										
28										
29										
30	76,895	90,432	91,702	92,240	92,772	93,969	95,357	97,003	98,052	100,391

2002-03 SALARY SCHEDULE LONGEVITY ADD ON

STEP 17 ADDED AT +\$1,145

STEP	BA	MA	**MA+10**	MA+15	**MA+20**	MA+30	MA+40	MA+50	MA+60	PhD
1	42,651	49,571	50,701	51,445	51,831	53,098	54,205	55,302	56,400	58,188
2	44,573	51,934	53,075	53,637	54,198	55,453	56,577	57,711	58,801	60,625
3	46,497	54,303	55,446	56,004	56,565	57,811	58,951	60,124	61,205	63,065
4	48,421	56,668	57,815	58,371	58,930	60,170	61,325	62,534	63,616	65,499
5	50,342	59,034	60,183	60,739	61,295	62,528	63,699	64,947	66,021	67,939
6	52,263	61,401	62,557	63,109	63,661	64,883	66,068	67,356	68,426	70,377
7	54,186	63,765	64,926	65,476	66,028	67,242	68,443	69,768	70,835	72,812
8	56,114	66,131	67,300	67,843	68,392	69,602	70,822	72,180	73,236	75,253
9	58,038	68,496	69,668	70,211	70,759	71,954	73,193	74,592	75,645	77,689
10	59,959	70,860	72,040	72,586	73,125	74,314	75,566	77,002	78,049	80,129
11	61,887	73,230	74,411	74,951	75,489	76,671	77,940	79,414	80,457	82,565
12	63,807	75,593	76,783	77,319	77,853	79,031	80,314	81,826	82,862	85,002
13	65,733	77,957	79,152	79,685	80,221	81,386	82,687	84,235	85,266	87,445
14	67,653	80,326	81,526	81,845	82,586	83,746	85,060	86,648	87,674	89,878
15	69,570	82,681	83,911	84,433	84,948	86,106	87,451	89,046	90,062	92,325
16	70,715	83,825	85,055	85,577	86,092	87,251	88,595	90,190	91,206	93,471
17	71,860	84,970	86,200	86,722	87,237	88,396	89,740	91,335	92,351	94,616
18										
19										
20	72,760	85,870	87,100	87,622	88,137	89,296	90,640	92,235	93,251	95,516
21										
22										
23										
24										
25	73,660	86,770	88,000	88,522	89,037	90,196	91,540	93,135	94,151	96,416
26										
27										
28										
29										
30	74,560	87,670	88,900	89,422	89,937	91,096	92,440	94,035	95,051	97,316

excludes \$900 payable for 25 years of service in Carle Place

REGISTERED NURSES					
SALARY SCHEDULE					
		3.25%	3.25%	3.50%	3.50%
Step	2002-03	2003-04	2004-05	2005-06	2006-07
1	27,540	28,435	29,359	30,387	31,450
2	28,376	29,298	30,250	31,309	32,405
3	29,209	30,158	31,138	32,228	33,356
4	30,041	31,017	32,025	33,146	34,306
5	30,873	31,876	32,912	34,064	35,257
6	31,708	32,739	33,803	34,986	36,210
7	32,540	33,598	34,689	35,904	37,160
8	33,375	34,460	35,580	36,825	38,114
9	34,205	35,317	36,464	37,741	39,062
10	35,037	36,176	37,351	38,659	40,012
11	35,941	37,109	38,315	39,656	41,044
12	36,776	37,971	39,205	40,577	41,998
REGISTERED NURSES					
B.A. SALARY SCHEDULE					
		3.25%	3.25%	3.50%	3.50%
Step	2002-03	2003-04	2004-05	2005-06	2006-07
1	29,622	30,585	31,579	32,684	33,828
2	30,457	31,447	32,469	33,605	34,781
3	31,291	32,308	33,358	34,525	35,734
4	32,123	33,167	34,245	35,443	36,684
5	32,956	34,027	35,133	36,363	37,635
6	33,791	34,889	36,023	37,284	38,589
7	34,622	35,747	36,909	38,201	39,538
8	35,458	36,610	37,800	39,123	40,493
9	36,289	37,468	38,686	40,040	41,442
10	37,122	38,328	39,574	40,959	42,393
11	38,026	39,262	40,538	41,957	43,425
12	38,861	40,124	41,428	42,878	44,379

REGISTERED NURSES SCHEDULE

<u>Step</u>	<u>1993-94</u>	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>
1	20,454	21,170	21,964	22,842
2	21,074	21,812	22,630	23,535
3	21,693	22,452	23,294	24,226
4	22,311	23,092	23,958	24,916
5	22,929	23,732	24,621	25,606
6	23,549	24,373	25,287	26,299
7	24,167	25,013	25,951	26,989
8	24,787	25,655	26,617	27,681
9	25,404	26,293	27,279	28,370
10	26,022	26,933	27,943	29,060

REGISTERED NURSES B.A. SCHEDULE

1	22,000	22,770	23,624	24,569
2	22,620	23,412	24,290	25,261
3	23,239	24,052	24,954	25,953
4	23,857	24,692	25,618	26,643
5	24,476	25,333	26,283	27,334
6	25,096	25,974	26,948	28,026
7	25,714	26,614	27,612	28,716
8	26,334	27,256	28,278	29,409
9	26,951	27,894	28,940	30,098
10	27,570	28,534	29,605	30,789